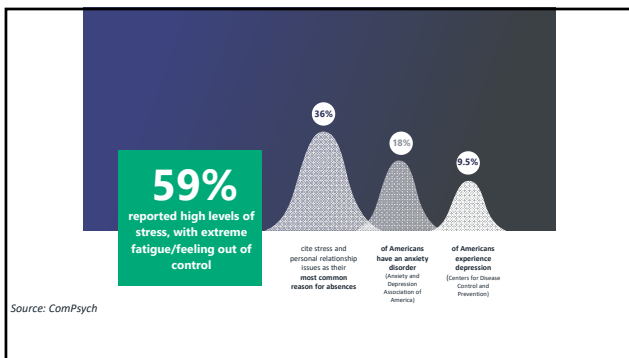


Illinois Association of School Personnel Administrators

The FMLA and Mental Health: Navigating Employee Requests for Leave

FRANCZEK



Agenda

- FMLA Review and the Employer's Right to Obtain Medical Documentation
- Mental Health Condition Impacts Performance Standards
- The Employee who Thinks They Can Work Even Though They Can't
- Leave as a Reasonable Accommodation – When is Enough Plenty?
- The Need for Intermittent Leave





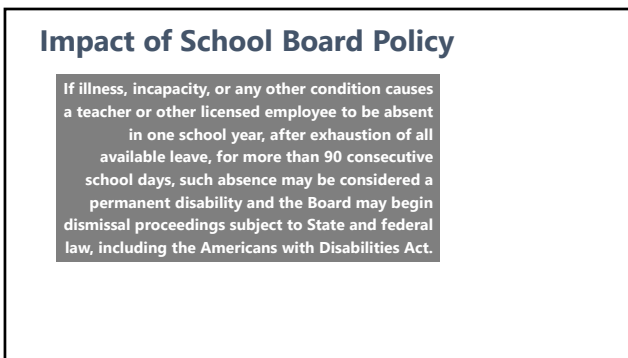















Intermittent leave

Must be permitted in smallest increment allowed for other leaves

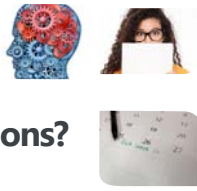
Transfer to an alternate position, with equivalent pay and benefits, may be required if less disruptive

Calculate amount of leave used based on the actual hours an employee works



How you communicate is key

What to Avoid	Instead Say...
How's your health?	How can we help you?
You seem depressed.	You are not your usual self lately.
Snap out of it.	Do you want to discuss it?
Think positively.	It's always ok to ask for help.
I know exactly what you are going through.	It's hard for me to know what you are going through, but I can see its bothering you.



Questions?
